

UK Gender Pay Report 2018



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Polypipe is one of Europe's largest manufacturers of piping systems, water management solutions and energy-efficient ventilation systems, delivering engineered solutions that respond to a rapidly changing environment.

Polypipe operate across 17 locations in the UK and selected markets across the globe and with the majority of staff working in a high volume manufacturing environment, Polypipe understand that a diverse workforce is essential to meeting our everyday demands.

Polypipe's pay policy is designed to be both fair and equitable whilst encouraging achievement of our strategic goals. It is devised utilising a mixture of base pay, benefits, bonuses and share incentive schemes and its primary objective is to provide equal pay for equal work.

The Gender Pay Gap regulations

A gender pay gap is the difference between the average pay of all men in a company and the average pay of all women in a company, regardless of the type of work they do. The gender pay gap differs from equal pay, which reflects the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Polypipe is required to report:

- The difference in mean and median pay between men and women calculated on the basis of equivalent hourly pay rates and bonus pay (Hourly pay and bonus pay gap);
- The proportion of men and women receiving bonus pay in a year (Bonus receipt gap); and
- The distribution of men and women between pay band quartiles, calculated using the range of hourly pay rates (Gender and pay quartile distribution)



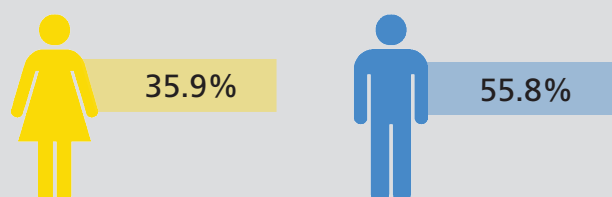
Pay and bonus analysis 2018-17

Hourly pay and bonus pay gap

| 2018 | Mean | Median |
|-------|--------|--------|
| Pay | 19.49% | 14.50% |
| Bonus | 58.1% | 6% |
| 2017 | Mean | Median |
| Pay | 22% | 14.75% |
| Bonus | 33.70% | -76% |

Bonus receipt gap

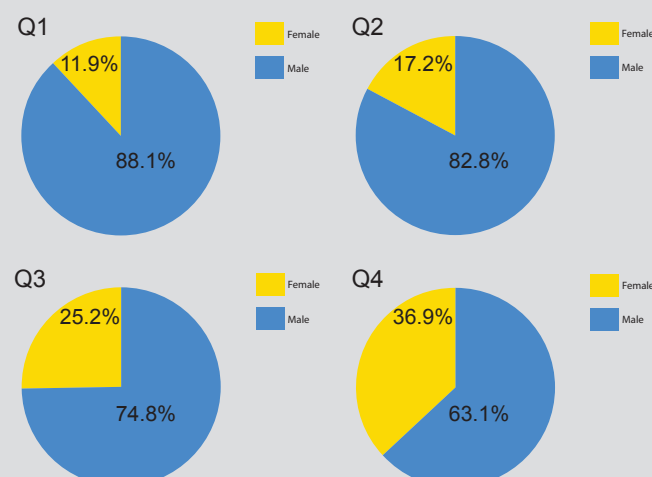
2018



| 2017 | Female | Male |
|-------|--------|-------|
| Bonus | 13% | 29.2% |

Gender and pay quartile distribution

2018



2017

| | Q1 | Q2 | Q3 | Q4 |
|----------|-------|-------|-------|-------|
| Male | 88.4% | 86.5% | 76.7% | 60% |
| Female | 11.6% | 13.5% | 23.3% | 40% |
| Movement | 0.3% | 3.7% | 1.9% | -3.1% |

The tables and illustrations above show Polypipe's overall mean and median gender pay gap and bonus pay gap based on hourly rates of pay and bonus pay, as at the snap-shot date of 5th April 2018 as required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Our latest information illustrates a positive shift in our data compared to last year's report, showing a 19.49% average in mean average wages when comparing males against females. A reducing mean average of 2.51% when compared to last year's data set.

It is important to note that the mean average of 19.49% does not reflect any inequality within our pay structures but is reflective of our company demographic, taking into account the gender split across the group by quartiles, as denoted in the charts opposite. Again, our latest information shows a positive shift in females moving from the bottom quartile into the higher quartiles. It is believed that our initiatives as outlined in last year's gender pay report have started to contribute towards a more positive impact in this area. The largest shift in our data, illustrated above, is around our bonus pay practices. Our data evidences a shift in the number of individuals overall receiving a bonus. Whilst 35.9% of females now receive a bonus compared to 13% last year, 55.8% of males now receive a bonus compared to 29.2% last year.

This change has been driven by our operational levels reacting to the reducing pay differentials effected by the year on year National Living Wage increases.

As a reaction to this legislation a number of areas within the business implemented a skills/performance based bonus structure.

Our data continues to demonstrate that predominantly our upper quartiles are largely made up of males which is reflective of the sector and the history of the industry in which we operate. Whilst we are aware of the historical factors that have contributed to this gender split the company has been, and continues to, actively address this issue with a number of supporting initiatives to drive a more gender diverse talent pipeline of females coming into STEM (Science, Technology, Engineering & Maths) based roles within our business.

Making a difference

Last year we described our plans around reviewing our recruitment practices, our learning and development plans and our apprenticeship and graduate initiatives. We are pleased that all of these areas have been progressing well and are likely reflected in our improved mean average data.

In the last 12 months we have employed female apprentices in heavy engineering areas where we have largely had all male applicants in the past and we continue to focus on our work with youngsters of both genders at Careers Fairs, STEM based educational events and school engagement initiatives. We are pleased that our increased efforts have been particularly recognised.



Doncaster Skills Academy Outstanding Business Partnership Award 2019

Our belief is that a youngster's future interests, both male and female, is partly driven by parental input, educational provision and their first experiences of the world of work. We believe it is our corporate responsibility to address any unconscious gender bias when promoting future job opportunities, especially within sciences, engineering and technically biased roles and we intend to try to continue to shape early gender perceptions.

Our future pipeline

We actively continue work with both schools and parents to ensure Polypipe are seen as a potential employer of choice for both males and females alike.

We have been working closely with the development of a brand new University Technical College, working closely on industry partnership projects

Martin Payne
Chief Executive Officer

and the wider curriculum provision to ensure that it offers opportunity to an equal number of male and female students which Polypipe will draw its future apprenticeship pipeline from.

We believe that in focusing our efforts on a longer-term strategy will create a more sustainable, gender equal, future in the job market.

We partner with a number of relevant supporting bodies such as the British Plastics Federation and MAKE UK (the Manufacturer's Organisation) to drive initiatives which enable change. We support STEM ambassador programmes by utilising our newly placed graduates to deliver important messages around career pathways and to drive interest in polymer processing and technical biased roles.

We continue to offer our knowledge and experiences as directors and governors within schools and on a Multi Academy Trusts, along with Sector Skills Councils, to develop pipeline initiatives fit for the future.



Our School Initiatives



Our Ambassadors

Our people, our policy

Our internal company practices are focused around offering every employee equal opportunity. We have a good balance of both male and female applicants applying for internal promotional roles, we offer some flexibility around job roles and we offer career development opportunities to all.

We are pleased that our efforts have already shown a positive shift in our data and we will endeavour to continue to drive our initiatives further and continue to encourage females to progress wherever possible.

Melissa Flett
UK HR Director

Polypipe Group Plc

Broomhouse Lane

Edlington

Doncaster

South Yorkshire

DN12 1ES

Tel: +44 (0) 1709 770000

Fax: +44 (0) 1709 770001

